

Customer Reference Sheet

Transportation, Distribution & Logistics Career Pathways

**** Data from Emsi – Feb. 2021 ****

High School Diploma or GED

❖ **Freight, Stock & Material Movers**

- Median Wage (Denver Metro Area): **\$16.30 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **9%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **1,154**
- Experience/Training Needed: Typically none, On-the-Job training provided by most employers
 - Forklift experience and/or training preferred by some employers
- 1-day Forklift Operations and Safety training – Check Eligible Training Providers List (ETPL)
- Work Environments: Distribution facilities, warehouses, manufacturing companies, national delivery services
- **Career Pathway Options:** Lead Stock & Material Movers, Shipping & Receiving Specialists, Material Moving Machine Operators/Forklift Operators, Supervisor of Transportation, Storage & Distribution Workers
- Employer & Position Examples:
 1. FedEx Freight – PT Package Handlers, approximately 25 hours per week (various shifts), offers PT employees 100% paid healthcare benefits, opportunities for additional training and advancement within company, \$15+ per hour, age 18+
<https://careers.fedex.com/freight>
 2. Natural Grocers – Order Pullers, Team Lead Order Pullers, will provide On-the-Job Training, any safety training, material moving equipment experience, and/or knowledge of SAP inventory systems a plus, \$15.50 to \$24.00+ per hour, age 18+
<https://www.naturalgrocers.com/our-careers>
 3. Home Depot - Freight Receiving, load and unload trucks, move material from the receiving area throughout the store, may operate forklifts (Freight/Receiving positions may include Freight Team Associate, Freight Team Lead, Receiving Associate and Receiving Support), \$15 to \$17 per hour, age 18+
<https://careers.homedepot.com/>

❖ **Delivery Drivers (Regular Driver's License)**

- Median Wage (Denver Metro Area): **\$17.98 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **8%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **1,609**
- Experience/Training Needed: 0 – 2 years regular driving experience depending on position and company, current CO Driver's License and good driving record, On-the-Job Training provided by most employers, DOT medical card a plus
- Work Environments: Warehouses for supply delivery, distribution hubs for national delivery companies, grocery and consumer product delivery services, independent contractors
- **Career Pathway Options:** CDL-A and CDL-B Drivers, Transportation Dispatchers, Sales Route Supervisors, Supervisors of Transportation, Storage & Distribution Workers
- Employer & Position Examples:
 1. UPS – Truck Delivery Drivers (normally hired within organization, starting as Package Handler or Dock Workers, company will train, competitive wage and benefits, age 21+
<https://www.jobs-ups.com/>

High School Diploma or GED

❖ **Packaging & Filling Machine Operators**

- Median Wage (Denver Metro Area): **\$15.80 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **6%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **175**
- Experience Needed: None, On-the-Job training provided by most employers
- Work Environments: Manufacturing companies, production and distribution facilities
- **Career Pathway Options:** Material Moving Equipment Operators, Lead and Supervisor positions, Packaging Automation Techs
- Employer & Position Examples:
 1. Natural Grocers – Production Machine Feeders, \$16.50+ per hour and benefit package, age 18+, OSHA Safety training a plus
<https://www.naturalgrocers.com/our-careers>

Less Than 1 Year

❖ **Heavy Truck and Tractor-Trailer Drivers (CDL-A Driver's License)**

- Median Wage (Denver Metro Area): **\$24.33 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **5%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **5,168**
- Experience/Training Needed: 0-2 years commercial driving experience with good driving record, CDL-A or CDL-B training and Commercial Driver's License
 - Multiple Denver area training providers on EPTL, cost \$3500 to \$5000, approximately 3 months training depending on level of training and additional endorsements
- Education Needed: HS Diploma/GED
- Work Environments: Over the Road (OTR) transportation companies, local delivery companies, national delivery services, construction companies, oil and gas companies, mining operations
- **Career Pathway Options:** Obtain additional driving endorsement for specialized freight (doubles-triples, hazmat and tanker), Transportation Dispatchers, Transportation Supervisors, Transportation Operation Managers and Directors, Owner/Operators
- Employer & Position Examples:
 1. FedEx Freight – City and OTR Drivers, double/triple, hazmat and tanker endorsements, 1 year experience within most recent three 3 years or successful completion of FedEx Freight Driver Development Course, extensive benefit package, age 21+
<https://careers.fedex.com/freight>
 2. UPS – OTR Drivers, hazmat endorsement required, min. age 21+
<https://www.jobs-ups.com/>
 3. Costco – CDL-A Tractor Trailer Drivers, drive tractor/trailer combination, deliver goods from depot to warehouses, hauls empty trailers, trailers with pallets, and vendor loads back to depot, maintains driving and equipment records, 3 years tractor-trailer combination or comparable driving experience required, competitive wages and benefits, age 21+
https://cta.cadienttalent.com/index.jsp?locale=en_US&APPLICATIONNAME=CostcoNonRegExt

Less Than 1 Year

❖ Transit & Intercity Bus Operators

- Median Wage (Denver Metro Area): **\$19.36 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **5%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **79**
- Experience/Training Needed: 0-2 years driving experience with good driving record, normally CDLE-B with passenger endorsement, some companies will train and cover cost of certifications
- Education Needed: HS Diploma/GED
- Work Environments: Metropolitan transit districts, school districts, charter bus services, companies specializing in transportation of seniors and/or people with disabilities
- **Career Pathway Options:** CDL-A local or OTR Drivers, Transportation Dispatchers, Operations Supervisors and Managers
- Employer & Position Examples:
 1. Jeffco School District – School Bus Drivers, On-the-Job Training provided, must be 21+ and pass background screening
<https://www.jeffcopublicschools.org/employment/jobs>
 2. MV Transit – RTD Paratransit Drivers and Specialized Passenger Drivers, CDL-B with passenger endorsement, On-the-Job Training provided, must be 21+ and pass background screening, will be recruiting to fill positions beginning April-May 2021
<https://careers.mvtransit.com/>

❖ Material Moving Machine Operators/Forklift Operators (Industrial Truck & Tractor Operators)

- Median Wage (Denver Metro Area): **\$17.89 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **10%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **355**
- Experience/Training Needed: 6 months – 1 year (gas and electric forklifts), forklift and/or other material moving equipment certifications preferred, OSHA Safety training preferred
- Education Needed: HS Diploma/GED
- Work Environments: Warehousing and storage companies, grocery and general merchandise wholesalers, manufacturing companies, airline transportation, general freight companies
- **Career Pathway Options:** Lead Stock & Material Movers, Logistics Clerks/Shipping & Receiving, Supervisor of Transportation, Storage & Distribution Workers
- Employer & Position Examples:
 1. Prescient – Material Handlers, Load, unload, and moves materials within or near plant, yard, or work site, use of hand truck, electric dolly, forklift or other devices, 6 months to 1 year experience, \$16+ per hour, age 18+ - <https://prescientco.com/careers/joinourteam/>
 2. Natural Grocers – Production Support Specialists, move and prepare packaged goods for shipment on pallets using bands or automated pallet wrapper, provide materials and supplies needed for packaging, \$15.50 to 20.98 per hour, age 18+
<https://www.naturalgrocers.com/our-careers>
 3. UPS – Part-time Dock Workers, move freight manually and with powered equipment (belt loaders, tugs, conveyor belts and forklifts), \$15+ per hour, extensive benefit package, age 18+
<https://www.jobs-ups.com/>
 4. Costco – Forklift Operator, operate electric stand-up forklift, move pallets of merchandise and equipment throughout the warehouse, hand stacks product from partial pallets onto full pallets of product, may have to perform other warehouse duties as needed, \$16+ per hour, age 18+
https://cta.cadienttalent.com/index.jsp?locale=en_US&APPLICATIONNAME=CostcoNonReqExt

1 – 3 Years

❖ Logistics Clerks/Shipping & Receiving

- Median Wage (Denver Metro Area): **\$17.24**
- Projected Growth 2020-2025 (Denver Metro Area): **1%**
- Average Number Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **247**
- Experience/Training Needed: 1 to 3 years related experience, operate forklift and other material moving equipment, SAP computer program experience preferred
- Education Needed: HS Diploma/GED
- Work Environments: Warehouse and storage, national delivery services, wholesale merchants, grocery and consumer product suppliers, retail stores
- **Career Pathway Options:** Operations Supervisors and Managers, Inventory Specialists, Purchasing Associates
- Employer & Position Examples:
 1. Natural Grocers – Receiving Assistants, operate pallet jack and forklift, receive and document all incoming products including date, accuracy and damage checking, stage products for delivery to sales floor, process paperwork and inventory tasks using SAP program, \$16+ per hour, age 18+ <https://www.naturalgrocers.com/our-careers>

1 – 3 Years

❖ Supervisors of Transportation, Storage and Distribution Workers

- Median Wage (Denver Metro Area): **\$28.67 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **8%**
- Average Number of Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **544**
- Experience/Training Needed: 1 -3 years progressive experience in transportation, storage or distribution environment, computer proficiency, some positions require CDL and knowledge of DOT regulations
- Education Needed: HS Diploma/GED
- Work Environments: National delivery services, warehouse and storage companies, manufacturing companies, grocery and product wholesale distributors, general freight trucking companies, school districts, construction companies
- **Career Pathway Options:** Transportation/Logistics Analysts, Transportation, Distribution and Logistics Operations Managers and Directors, Training & Safety Managers, Transportation Compliance Managers/Officers

❖ Transportation Dispatchers

- Median Wage (Denver Metro Area): **\$21.87 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **3%**
- Average Number of Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **75**
- Experience/Training Needed: 1 -3 years experience in transportation environment, computer proficiency, customer service or call center experience
- Education Needed: HS Diploma/GED, some positions prefer a 2 or 4 year degree
- Work Environments: General and specialized freight companies, building equipment contractors, security services, support companies for road transportation
- **Career Pathway Options:** Supervisors and Managers of Transportation Dispatchers, Fleet Managers, Logistics Analysts

1 – 3 Years

❖ **Traffic Signal Technicians**

- Median Wage (Denver Metro Area): **\$25.12 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **8%**
- Average Number of Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **4**
 - Note: type of positions are normally offered through apprenticeship programs, internal advancements and/or lateral positions not posted
- Experience/Training Needed: IMSA apprenticeship program along with On-the-Job Training, previous construction or electrical related experience, good driving record, flagger and/or TCT certifications preferred
 - Learn about IMSA training and certifications: <https://www.imsasafety.org/>
 - IMSA Apprenticeship program information: <https://www.teamwl.com/apprenticeship>
- Education Needed: HS Diploma/GED
- Work Environments: Local and State governments, traffic control companies, engineer and architectural companies, construction companies
- **Career Pathway Options:** Traffic Signal Foreman and Supervisors, Traffic Systems Engineers

Bachelor's Degree (4 years)

❖ **Transportation Logistics Managers**

- Median Wage (Denver Metro Area): **\$53.89 per hour**
- Projected Growth 2020-2025 (Denver Metro Area): **10%**
- Average Number of Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **179**
- Experience/Training Needed: Supply chain management, purchasing and/or operations experience, supervisory experience, computer proficiency, high level analytical skills
- Education Needed: Bachelor's degree, plus industry experience
- Work Environments: Warehouse and storage companies, enterprise management companies, general freight companies, national delivery services, government organizations, air transportation
- **Career Pathway Options:** Transportation Logistics Directors

❖ **Transportation Compliance Managers/Officers**

- Median Wage (Denver Metro Area): **\$34.52+**
- Projected Growth 2020-2025 (Denver Metro Area): **5%**
- Average Number of Job Postings per Month-Feb. 2020 to Jan. 2021 (Denver Metro Area): **138**
- Experience/Training Needed: Fleet management, vehicle compliance and extensive knowledge of DOT regulations, legal experience a plus
- Education Needed: Bachelor's degree, plus industry experience
- Work Environments: Government organizations, enterprise management companies, management and technical consulting companies, general freight companies, construction companies
- **Career Pathway Options:** Transportation Compliance Directors, Transportation company CEO and/or other executive positions